



# *Town Of Walpole*

## *Commonwealth of Massachusetts*

### **PERSONNEL BOARD**

Mary Campbell, Co-Chair  
Phil Hinds, Co-Chair  
Al DeNapoli  
William Ryan  
John Sheppard

Town Hall  
135 School Street  
Walpole, MA 02081  
Phone (508)-660-7294  
Fax (508)-660-7303

### **MINUTES OF NOVEMBER 19, 2013**

A meeting of the Personnel Board was held on Tuesday, November 19, 2013 at 7:30 p.m. in Room #112 of the Town Hall. Al DeNapoli and John Sheppard were unable to attend. The following were present:

Mary Campbell, Co-Chair  
Phil Hinds, Co-Chair  
William Ryan

Also:

Valorie Donohue, Human Resource Administrator

### **CHAIR/VICE CHAIR:**

Hold until full board is present.

### **MINUTES:**

Motion was made by Ms. Campbell and seconded by Mr. Ryan that:

The Board approves the Minutes of October 15, 2013.

Motion was voted 3-0, unanimous.

### **PRIOR SERVICE:**

The town hired Kristian White as the new Deputy Building Inspector effective December 9, 2013. Mr. White is currently working in the building department for the City of Taunton for the past three years; he had previously worked for a remodeling and restoration company and was a construction supervisor for another company in addition to working for the Town of Brookline. The Board voted to recognize his prior relevant experience.

Motion was made by Ms. Campbell and seconded by Mr. Hinds that:

The Board will recognize prior service of 5 years of relevant experience towards vacation purposes only.

Motion was voted 3-0, unanimous.

### **RECREATION COMMITTEE:**

The Board received a memo from the Recreation Committee requesting documentation that supported the reasoning for downgrading the Recreation Coordinator's position. The members questioned why this was coming about at this time. The documentation along with a letter was given to department heads in September 2012. Finance Committee, Board of Selectmen and Town Meeting members have all approved of the changes taken place. The Recreation Coordinator position had been downgraded due to the survey results and in doing so the current incumbent's salary was higher than the top step of the new grade range, therefore his position was red circled until the maximum salary range is higher than his

current annual salary. The letter that was sent to department heads, finance committee, Board of Selectmen and town meeting members will be given to the Recreation Committee.

**FISCAL YEAR 2015 BUDGET REQUEST:**

Motion was made by Mr. Hinds and seconded by Ms. Campbell that:

The Personnel Board budget will be level funded for FY15.

Motion was approved 3-0, unanimous.

**COST OF LIVING INCREASE FOR FISCAL YEAR 2015:**

Members reviewed the New England and Boston CPI which reflects 1% cost of living for September 2013. The five union contracts will expire on June 30, 2014. Negotiations for each of these contracts will begin after the new year. The members were concerned that the union members will receive a higher cost of living increase than the 1%. After a lengthy discussion board members agreed to a 1%/1% split.

Motion was made by Mr. Hinds and seconded by Mr. Ryan that:

The Board recommends 1% cost of living increase for July 1, 2014 and 1% cost of living increase for January 1, 2015.

Motion was voted 3-0, unanimous.

**CORRESPONDENCE:**

**PERSONNEL ACTION REQUESTS: All were approved**

1. Jenna Barnett, police dispatcher, step incr from step 4, \$21.00/hr to step 5, \$21.42/hr, eff 12/5/13
2. Ken Barsomian, S&W Laborer, step incr from step 1, \$19.62/hr to step 2, \$20.21/hr, eff 11/5/13
3. Michael Benner, police officer, step incr from step 2, \$955.42/wk to step 3, \$1,013.54/wk, eff 11/14/13
4. Robert Bothwell, BM Craftsperson, retirement 10/21/13
5. John Carmichael, Deputy Police Chief, step incr from step 13, \$100,705/yr to step 14, \$102,719/yr, eff 11/18/13
6. Steven Cherella, transfer from S&W Craftsperson to Bldg Maint Craftsperson, effective 11/4/13
7. Kyle Griffin, police officer, step incr from step 2, \$955.42/wk to step 3, \$1,013.54/wk, eff 11/14/13
8. Sherry Joyce, CSR, Collector's, step incr from step 4, \$20.33/hr to step 5, \$20.84/hr, eff 12/14/13
9. Joseph Lai, new hire, BOH Technician, H2, step 3, \$24.23/hr, eff 11/12/13
10. John Rego, SMEO, Parks, step incr from step 1, \$23.16/hr to step 2, \$23.48/hr, eff 10/22/13
11. Christopher Smith, new hire, S&W Laborer, step 1, \$19.62/hr, eff 10/21/13
12. Denise Sullivan, promotion from Sr. Page to Library Clerk, step 1, \$16.07/hr, eff 11/25/13
13. Paul Tomasello, temp new hire, S&W Laborer, step 1, \$19.62/hr, eff 10/28/13
14. Kristian White, new hire, Deputy bldg Inspector, step 3, \$26.40/hr, eff 12/2/13
15. Police union COL increase eff 1/1/14 – see attached

**Recreation Seasonal:**

16. Elizabeth Bollino, WSI, resignation eff 11/19/13
17. Darren Burke, new hire, spec instr, \$20.00/hr, eff 11/18/13 – Youth sports
18. Christin Famosa, new hire, spec instr, \$20.00/hr, eff 11/18/13 – Youth sports
19. Liam Flaherty, Hd Guard, resignation eff 11/19/13
20. Donna Giampietro, new hire, spec instr, \$20.00/hr, eff 11/18/13 – Adult Ed
21. Margaret Lambert, new hire, spec instr, \$20.00/hr, eff 11/18/13 – Adult Ed
22. Christopher Lotsbom, new hire, spec instr, \$20.00/hr, eff 11/18/13 – Youth sports
23. Michelle Smith, new hire, spec instr, \$20.00/hr, eff 11/18/13 – Adult Ed

Minutes completed by Valorie Donohue, Human Resource Administrator